

P-4 ET 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ET	11 Annual	\$25,967.00	\$26,756.00	\$27,552.00	\$28,343.00	\$29,159.00	\$29,988.00	\$30,822.00	\$31,596.00	\$32,386.00
	Bi-Wk	\$994.91	\$1,025.14	\$1,055.64	\$1,085.94	\$1,117.21	\$1,148.97	\$1,180.92	\$1,210.58	\$1,240.85
	Daily	\$99.50	\$102.52	\$105.57	\$108.60	\$111.73	\$114.90	\$118.10	\$121.06	\$124.09
	Hourly	\$14.22	\$14.65	\$15.09	\$15.52	\$15.97	\$16.42	\$16.88	\$17.30	\$17.73
ET	12 Annual	\$26,808.00	\$27,638.00	\$28,458.00	\$29,313.00	\$30,172.00	\$31,043.00	\$31,903.00	\$32,701.00	\$33,519.00
	Bi-Wk	\$1,027.13	\$1,058.93	\$1,090.35	\$1,123.11	\$1,156.02	\$1,189.39	\$1,222.34	\$1,252.92	\$1,284.26
	Daily	\$102.72	\$105.90	\$109.04	\$112.32	\$115.61	\$118.94	\$122.24	\$125.30	\$128.43
	Hourly	\$14.68	\$15.13	\$15.58	\$16.05	\$16.52	\$17.00	\$17.47	\$17.90	\$18.35
ET	13 Annual	\$28,320.00	\$29,367.00	\$30,422.00	\$31,472.00	\$32,531.00	\$33,582.00	\$34,640.00	\$35,508.00	\$36,396.00
	Bi-Wk	\$1,085.06	\$1,125.18	\$1,165.60	\$1,205.83	\$1,246.40	\$1,286.67	\$1,327.21	\$1,360.46	\$1,394.49
	Daily	\$108.51	\$112.52	\$116.56	\$120.59	\$124.64	\$128.67	\$132.73	\$136.05	\$139.45
	Hourly	\$15.51	\$16.08	\$16.66	\$17.23	\$17.81	\$18.39	\$18.97	\$19.44	\$19.93
ET	14 Annual	\$29,645.00	\$30,738.00	\$31,826.00	\$32,915.00	\$34,003.00	\$35,092.00	\$36,180.00	\$37,085.00	\$38,013.00
	Bi-Wk	\$1,135.83	\$1,177.71	\$1,219.39	\$1,261.12	\$1,302.80	\$1,344.53	\$1,386.21	\$1,420.89	\$1,456.44
	Daily	\$113.59	\$117.78	\$121.94	\$126.12	\$130.28	\$134.46	\$138.63	\$142.09	\$145.65
	Hourly	\$16.23	\$16.83	\$17.42	\$18.02	\$18.62	\$19.21	\$19.81	\$20.30	\$20.81
ET	15 Annual	\$31,071.00	\$32,192.00	\$33,311.00	\$34,430.00	\$35,552.00	\$36,681.00	\$37,798.00	\$38,743.00	\$39,712.00
	Bi-Wk	\$1,190.46	\$1,233.41	\$1,276.29	\$1,319.16	\$1,362.15	\$1,405.41	\$1,448.20	\$1,484.41	\$1,521.54
	Daily	\$119.05	\$123.35	\$127.63	\$131.92	\$136.22	\$140.55	\$144.82	\$148.45	\$152.16
	Hourly	\$17.01	\$17.63	\$18.24	\$18.85	\$19.46	\$20.08	\$20.69	\$21.21	\$21.74
ET	16 Annual	\$32,582.00	\$33,739.00	\$34,893.00	\$36,047.00	\$37,200.00	\$38,358.00	\$39,510.00	\$40,497.00	\$41,509.00
	Bi-Wk	\$1,248.36	\$1,292.69	\$1,336.90	\$1,381.12	\$1,425.29	\$1,469.66	\$1,513.80	\$1,551.61	\$1,590.39
	Daily	\$124.84	\$129.27	\$133.69	\$138.12	\$142.53	\$146.97	\$151.38	\$155.17	\$159.04
	Hourly	\$17.84	\$18.47	\$19.10	\$19.74	\$20.37	\$21.00	\$21.63	\$22.17	\$22.72
ET	17 Annual	\$34,195.00	\$35,385.00	\$36,574.00	\$37,760.00	\$38,949.00	\$40,132.00	\$41,322.00	\$42,356.00	\$43,416.00
	Bi-Wk	\$1,310.16	\$1,355.75	\$1,401.31	\$1,446.75	\$1,492.30	\$1,537.63	\$1,583.22	\$1,622.84	\$1,663.45
	Daily	\$131.02	\$135.58	\$140.14	\$144.68	\$149.23	\$153.77	\$158.33	\$162.29	\$166.35
	Hourly	\$18.72	\$19.37	\$20.02	\$20.67	\$21.32	\$21.97	\$22.62	\$23.19	\$23.77
ET	18 Annual	\$35,922.00	\$37,141.00	\$38,358.00	\$39,577.00	\$40,790.00	\$42,007.00	\$43,223.00	\$44,306.00	\$45,414.00
	Bi-Wk	\$1,376.33	\$1,423.03	\$1,469.66	\$1,516.37	\$1,562.84	\$1,609.47	\$1,656.06	\$1,697.55	\$1,740.00
	Daily	\$137.64	\$142.31	\$146.97	\$151.64	\$156.29	\$160.95	\$165.61	\$169.76	\$174.00
	Hourly	\$19.67	\$20.33	\$21.00	\$21.67	\$22.33	\$23.00	\$23.66	\$24.26	\$24.86
ET	19 Annual	\$37,691.00	\$38,949.00	\$40,200.00	\$41,455.00	\$42,703.00	\$43,955.00	\$45,208.00	\$46,337.00	\$47,496.00
	Bi-Wk	\$1,444.10	\$1,492.30	\$1,540.23	\$1,588.32	\$1,636.14	\$1,684.10	\$1,732.11	\$1,775.37	\$1,819.78
	Daily	\$144.41	\$149.23	\$154.03	\$158.84	\$163.62	\$168.41	\$173.22	\$177.54	\$181.98
	Hourly	\$20.63	\$21.32	\$22.01	\$22.70	\$23.38	\$24.06	\$24.75	\$25.37	\$26.00

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ET	20 Annual	\$39,613.00	\$40,896.00	\$42,178.00	\$43,459.00	\$44,738.00	\$46,021.00	\$47,303.00	\$48,488.00	\$49,700.00
	Bi-Wk	\$1,517.74	\$1,566.90	\$1,616.02	\$1,665.10	\$1,714.10	\$1,763.26	\$1,812.38	\$1,857.78	\$1,904.22
	Daily	\$151.78	\$156.69	\$161.61	\$166.51	\$171.41	\$176.33	\$181.24	\$185.78	\$190.43
	Hourly	\$21.69	\$22.39	\$23.09	\$23.79	\$24.49	\$25.19	\$25.90	\$26.54	\$27.21
ET	21 Annual	\$41,564.00	\$42,886.00	\$44,201.00	\$45,518.00	\$46,839.00	\$48,155.00	\$49,478.00	\$50,714.00	\$51,982.00
	Bi-Wk	\$1,592.50	\$1,643.15	\$1,693.53	\$1,743.99	\$1,794.60	\$1,845.02	\$1,895.71	\$1,943.07	\$1,991.65
	Daily	\$159.25	\$164.32	\$169.36	\$174.40	\$179.46	\$184.51	\$189.58	\$194.31	\$199.17
	Hourly	\$22.75	\$23.48	\$24.20	\$24.92	\$25.64	\$26.36	\$27.09	\$27.76	\$28.46
ET	22 Annual	\$42,703.00	\$44,267.00	\$45,834.00	\$47,396.00	\$48,964.00	\$50,526.00	\$52,091.00	\$53,392.00	\$54,726.00
	Bi-Wk	\$1,636.14	\$1,696.06	\$1,756.10	\$1,815.94	\$1,876.02	\$1,935.87	\$1,995.83	\$2,045.68	\$2,096.79
	Daily	\$163.62	\$169.61	\$175.61	\$181.60	\$187.61	\$193.59	\$199.59	\$204.57	\$209.68
	Hourly	\$23.38	\$24.23	\$25.09	\$25.95	\$26.81	\$27.66	\$28.52	\$29.23	\$29.96
ET	23 Annual	\$44,725.00	\$46,357.00	\$47,982.00	\$49,617.00	\$51,245.00	\$52,876.00	\$54,506.00	\$55,868.00	\$57,264.00
	Bi-Wk	\$1,713.61	\$1,776.14	\$1,838.40	\$1,901.04	\$1,963.41	\$2,025.91	\$2,088.36	\$2,140.54	\$2,194.03
	Daily	\$171.37	\$177.62	\$183.84	\$190.11	\$196.35	\$202.60	\$208.84	\$214.06	\$219.41
	Hourly	\$24.49	\$25.38	\$26.27	\$27.16	\$28.05	\$28.95	\$29.84	\$30.58	\$31.35
ET	24 Annual	\$46,876.00	\$48,575.00	\$50,273.00	\$51,975.00	\$53,673.00	\$55,369.00	\$57,070.00	\$58,497.00	\$59,960.00
	Bi-Wk	\$1,796.02	\$1,861.12	\$1,926.17	\$1,991.38	\$2,056.44	\$2,121.42	\$2,186.60	\$2,241.27	\$2,297.32
	Daily	\$179.61	\$186.12	\$192.62	\$199.14	\$205.65	\$212.15	\$218.66	\$224.13	\$229.74
	Hourly	\$25.66	\$26.59	\$27.52	\$28.45	\$29.38	\$30.31	\$31.24	\$32.02	\$32.82
ET	25 Annual	\$49,167.00	\$50,931.00	\$52,686.00	\$54,448.00	\$56,214.00	\$57,976.00	\$59,734.00	\$61,227.00	\$62,758.00
	Bi-Wk	\$1,883.80	\$1,951.38	\$2,018.63	\$2,086.14	\$2,153.80	\$2,221.31	\$2,288.66	\$2,345.87	\$2,404.53
	Daily	\$188.38	\$195.14	\$201.87	\$208.62	\$215.38	\$222.14	\$228.87	\$234.59	\$240.46
	Hourly	\$26.92	\$27.88	\$28.84	\$29.81	\$30.77	\$31.74	\$32.70	\$33.52	\$34.36
ET	26 Annual	\$51,590.00	\$53,415.00	\$55,247.00	\$57,070.00	\$58,898.00	\$60,724.00	\$62,545.00	\$64,112.00	\$65,716.00
	Bi-Wk	\$1,976.63	\$2,046.56	\$2,116.75	\$2,186.60	\$2,256.63	\$2,326.60	\$2,396.37	\$2,456.40	\$2,517.86
	Daily	\$197.67	\$204.66	\$211.68	\$218.66	\$225.67	\$232.66	\$239.64	\$245.64	\$251.79
	Hourly	\$28.24	\$29.24	\$30.24	\$31.24	\$32.24	\$33.24	\$34.24	\$35.10	\$35.97
ET	27 Annual	\$54,146.00	\$56,040.00	\$57,932.00	\$59,816.00	\$61,709.00	\$63,598.00	\$65,491.00	\$67,130.00	\$68,809.00
	Bi-Wk	\$2,074.56	\$2,147.13	\$2,219.62	\$2,291.81	\$2,364.33	\$2,436.71	\$2,509.24	\$2,572.04	\$2,636.37
	Daily	\$207.46	\$214.72	\$221.97	\$229.19	\$236.44	\$243.68	\$250.93	\$257.21	\$263.64
	Hourly	\$29.64	\$30.68	\$31.71	\$32.75	\$33.78	\$34.82	\$35.85	\$36.75	\$37.67
ET	28 Annual	\$56,883.00	\$58,838.00	\$60,796.00	\$62,755.00	\$64,706.00	\$66,663.00	\$68,617.00	\$70,329.00	\$72,087.00
	Bi-Wk	\$2,179.43	\$2,254.33	\$2,329.35	\$2,404.41	\$2,479.16	\$2,554.14	\$2,629.01	\$2,694.60	\$2,761.96
	Daily	\$217.95	\$225.44	\$232.94	\$240.45	\$247.92	\$255.42	\$262.91	\$269.46	\$276.20
	Hourly	\$31.14	\$32.21	\$33.28	\$34.35	\$35.42	\$36.49	\$37.56	\$38.50	\$39.46

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ET	29 Annual	\$57,428.00	\$59,584.00	\$61,741.00	\$63,897.00	\$66,051.00	\$68,206.00	\$70,360.00	\$72,120.00	\$73,924.00
	Bi-Wk	\$2,200.31	\$2,282.92	\$2,365.56	\$2,448.17	\$2,530.69	\$2,613.26	\$2,695.79	\$2,763.22	\$2,832.34
	Daily	\$220.04	\$228.30	\$236.56	\$244.82	\$253.07	\$261.33	\$269.58	\$276.33	\$283.24
	Hourly	\$31.44	\$32.62	\$33.80	\$34.98	\$36.16	\$37.34	\$38.52	\$39.48	\$40.47
ET	30 Annual	\$59,734.00	\$61,951.00	\$64,175.00	\$66,387.00	\$68,601.00	\$70,821.00	\$73,043.00	\$74,868.00	\$76,741.00
	Bi-Wk	\$2,288.66	\$2,373.61	\$2,458.82	\$2,543.57	\$2,628.40	\$2,713.45	\$2,798.59	\$2,868.51	\$2,940.27
	Daily	\$228.87	\$237.37	\$245.89	\$254.36	\$262.84	\$271.35	\$279.86	\$286.86	\$294.03
	Hourly	\$32.70	\$33.91	\$35.13	\$36.34	\$37.55	\$38.77	\$39.98	\$40.98	\$42.01
ET	31 Annual	\$62,132.00	\$64,416.00	\$66,700.00	\$68,980.00	\$71,266.00	\$73,548.00	\$75,833.00	\$77,726.00	\$79,670.00
	Bi-Wk	\$2,380.54	\$2,468.05	\$2,555.56	\$2,642.92	\$2,730.50	\$2,817.94	\$2,905.48	\$2,978.01	\$3,052.50
	Daily	\$238.06	\$246.81	\$255.56	\$264.30	\$273.05	\$281.80	\$290.55	\$297.81	\$305.25
	Hourly	\$34.01	\$35.26	\$36.51	\$37.76	\$39.01	\$40.26	\$41.51	\$42.55	\$43.61
ET	32 Annual	\$64,624.00	\$66,967.00	\$69,311.00	\$71,660.00	\$74,006.00	\$76,351.00	\$78,703.00	\$80,672.00	\$82,690.00
	Bi-Wk	\$2,476.02	\$2,565.79	\$2,655.60	\$2,745.60	\$2,835.48	\$2,925.33	\$3,015.45	\$3,090.89	\$3,168.20
	Daily	\$247.61	\$256.58	\$265.56	\$274.56	\$283.55	\$292.54	\$301.55	\$309.09	\$316.82
	Hourly	\$35.38	\$36.66	\$37.94	\$39.23	\$40.51	\$41.80	\$43.08	\$44.16	\$45.26
ET	33 Annual	\$67,223.00	\$69,636.00	\$72,045.00	\$74,458.00	\$76,870.00	\$79,281.00	\$81,699.00	\$83,743.00	\$85,837.00
	Bi-Wk	\$2,575.60	\$2,668.05	\$2,760.35	\$2,852.80	\$2,945.22	\$3,037.59	\$3,130.23	\$3,208.55	\$3,288.78
	Daily	\$257.56	\$266.81	\$276.04	\$285.28	\$294.53	\$303.76	\$313.03	\$320.86	\$328.88
	Hourly	\$36.80	\$38.12	\$39.44	\$40.76	\$42.08	\$43.40	\$44.72	\$45.84	\$46.99
ET	34 Annual	\$69,991.00	\$72,469.00	\$74,947.00	\$77,426.00	\$79,902.00	\$82,382.00	\$84,854.00	\$86,977.00	\$89,152.00
	Bi-Wk	\$2,681.65	\$2,776.60	\$2,871.54	\$2,966.52	\$3,061.38	\$3,156.40	\$3,251.12	\$3,332.46	\$3,415.79
	Daily	\$268.17	\$277.66	\$287.16	\$296.66	\$306.14	\$315.64	\$325.12	\$333.25	\$341.58
	Hourly	\$38.31	\$39.67	\$41.03	\$42.38	\$43.74	\$45.10	\$46.45	\$47.61	\$48.80
ET	35 Annual	\$72,868.00	\$75,406.00	\$77,950.00	\$80,491.00	\$83,030.00	\$85,566.00	\$88,112.00	\$90,312.00	\$92,571.00
	Bi-Wk	\$2,791.88	\$2,889.12	\$2,986.60	\$3,083.95	\$3,181.23	\$3,278.40	\$3,375.94	\$3,460.23	\$3,546.79
	Daily	\$279.19	\$288.92	\$298.66	\$308.40	\$318.13	\$327.84	\$337.60	\$346.03	\$354.68
	Hourly	\$39.89	\$41.28	\$42.67	\$44.06	\$45.45	\$46.84	\$48.23	\$49.44	\$50.67
ET	36 Annual	\$75,899.00	\$78,501.00	\$81,110.00	\$83,715.00	\$86,322.00	\$88,926.00	\$91,532.00	\$93,824.00	\$96,171.00
	Bi-Wk	\$2,908.01	\$3,007.71	\$3,107.67	\$3,207.48	\$3,307.36	\$3,407.13	\$3,506.98	\$3,594.79	\$3,684.72
	Daily	\$290.81	\$300.78	\$310.77	\$320.75	\$330.74	\$340.72	\$350.70	\$359.48	\$368.48
	Hourly	\$41.55	\$42.97	\$44.40	\$45.83	\$47.25	\$48.68	\$50.10	\$51.36	\$52.64
ET	37 Annual	\$79,048.00	\$81,723.00	\$84,401.00	\$87,080.00	\$89,759.00	\$92,436.00	\$95,113.00	\$97,489.00	\$99,927.00
	Bi-Wk	\$3,028.66	\$3,131.15	\$3,233.76	\$3,336.40	\$3,439.05	\$3,541.61	\$3,644.18	\$3,735.22	\$3,828.63
	Daily	\$302.87	\$313.12	\$323.38	\$333.64	\$343.91	\$354.17	\$364.42	\$373.53	\$382.87
	Hourly	\$43.27	\$44.74	\$46.20	\$47.67	\$49.13	\$50.60	\$52.06	\$53.37	\$54.70

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ET	38 Annual	\$82,311.00	\$85,047.00	\$87,790.00	\$90,528.00	\$93,269.00	\$96,009.00	\$98,750.00	\$101,221.00	\$103,751.00
	Bi-Wk	\$3,153.68	\$3,258.51	\$3,363.61	\$3,468.51	\$3,573.53	\$3,678.51	\$3,783.53	\$3,878.20	\$3,975.14
	Daily	\$315.37	\$325.86	\$336.37	\$346.86	\$357.36	\$367.86	\$378.36	\$387.82	\$397.52
	Hourly	\$45.06	\$46.56	\$48.06	\$49.56	\$51.06	\$52.56	\$54.06	\$55.41	\$56.79
ET	39 Annual	\$85,734.00	\$88,541.00	\$91,343.00	\$94,154.00	\$96,959.00	\$99,759.00	\$102,570.00	\$105,136.00	\$107,764.00
	Bi-Wk	\$3,284.83	\$3,392.38	\$3,499.74	\$3,607.44	\$3,714.91	\$3,822.19	\$3,929.89	\$4,028.20	\$4,128.89
	Daily	\$328.49	\$339.24	\$349.98	\$360.75	\$371.50	\$382.22	\$392.99	\$402.82	\$412.89
	Hourly	\$46.93	\$48.47	\$50.00	\$51.54	\$53.08	\$54.61	\$56.15	\$57.55	\$58.99
ET	40 Annual	\$89,308.00	\$92,169.00	\$95,042.00	\$97,903.00	\$100,771.00	\$103,634.00	\$106,501.00	\$109,166.00	\$111,896.00
	Bi-Wk	\$3,421.77	\$3,531.38	\$3,641.46	\$3,751.08	\$3,860.96	\$3,970.66	\$4,080.50	\$4,182.61	\$4,287.21
	Daily	\$342.18	\$353.14	\$364.15	\$375.11	\$386.10	\$397.07	\$408.05	\$418.27	\$428.73
	Hourly	\$48.89	\$50.45	\$52.03	\$53.59	\$55.16	\$56.73	\$58.30	\$59.76	\$61.25
ET	41 Annual	\$93,040.00	\$95,978.00	\$98,911.00	\$101,849.00	\$104,784.00	\$107,716.00	\$110,650.00	\$113,418.00	\$116,254.00
	Bi-Wk	\$3,564.76	\$3,677.32	\$3,789.70	\$3,902.27	\$4,014.72	\$4,127.05	\$4,239.47	\$4,345.52	\$4,454.18
	Daily	\$356.48	\$367.74	\$378.97	\$390.23	\$401.48	\$412.71	\$423.95	\$434.56	\$445.42
	Hourly	\$50.93	\$52.54	\$54.14	\$55.75	\$57.36	\$58.96	\$60.57	\$62.08	\$63.64
ET	42 Annual	\$96,918.00	\$99,922.00	\$102,925.00	\$105,918.00	\$108,923.00	\$111,919.00	\$114,926.00	\$117,800.00	\$120,745.00
	Bi-Wk	\$3,713.34	\$3,828.43	\$3,943.49	\$4,058.17	\$4,173.30	\$4,288.09	\$4,403.30	\$4,513.41	\$4,626.25
	Daily	\$371.34	\$382.85	\$394.35	\$405.82	\$417.33	\$428.81	\$440.33	\$451.35	\$462.63
	Hourly	\$53.05	\$54.70	\$56.34	\$57.98	\$59.62	\$61.26	\$62.91	\$64.48	\$66.09
ET	43 Annual	\$101,036.00	\$104,094.00	\$107,157.00	\$110,215.00	\$113,279.00	\$116,335.00	\$119,395.00	\$122,377.00	\$125,437.00
	Bi-Wk	\$3,871.12	\$3,988.28	\$4,105.64	\$4,222.80	\$4,340.20	\$4,457.28	\$4,574.53	\$4,688.78	\$4,806.02
	Daily	\$387.12	\$398.83	\$410.57	\$422.28	\$434.02	\$445.73	\$457.46	\$468.88	\$480.61
	Hourly	\$55.31	\$56.98	\$58.66	\$60.33	\$62.01	\$63.68	\$65.36	\$66.99	\$68.66